

Milaca, MN

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**MILLE LACS COUNTY**  
**Employer**

and

**Case 18-WH-25**

**TEAMSTERS LOCAL 320**  
**Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE  
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On April 11, 2011, Teamsters Local 320 filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. Sec. 207(b).

On April 18, 2011, the Regional Director served on the parties an Order to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Union is the recognized collective-bargaining representative of the unit employees,<sup>1</sup> the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why a certification should not be issued, the National Labor Relations Board hereby certifies that Teamsters Local 320 is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of the Mille

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<sup>1</sup> The record indicates that on August 25, 1998, the State of Minnesota Bureau of Mediation Services issued a Certification of Exclusive Representative certifying the Union as the exclusive representative of the employees in the unit. In addition, the record indicates that the parties' most recent collective-bargaining agreement is effective from January 1, 2011 through December 31, 2013.

Lacs County in the following unit, as described in the Certification of Exclusive Representative issued by the State of Minnesota Bureau of Mediation Services:<sup>2</sup>

All non-licensed essential employees of the Mille Lacs County Sheriff's Department, Milaca, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory, confidential and licensed essential employees.

Dated, Washington, D.C., July 6, 2011

By direction of the Board:

Lester A. Heltzer

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Executive Secretary

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<sup>2</sup> A certificate of bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).